

INSIDE



Talking About Social Change

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Charlton Lee (viola), from upper left; Jannina Norpoth (violin); Nathalie Joachim (flute); and Kathryn Bates (cello) will perform in *The Boccaccio Project*, to launch June 15.

Library's Concerts Office Debuts New Virtual Programming

Amid a 21st-century pandemic, a June concert series finds inspiration from the 14th century.

BY DAVID PLYLAR

We have all been grappling with the new realities of the pandemic as best we can. For the staff of Concerts from the Library of Congress, it was difficult to have to cancel or postpone all of our scheduled public events. There is no experience quite like attending a concert in the acoustically marvelous Coolidge Auditorium or conversing with the performing artists in the Whittall Pavilion. For the time being, however, those avenues are closed to us – and of course we want to offer live music only when we can do so responsibly.

To continue to engage the public and extend access to the Library's unique content, we've embraced

new methods. Our “pick-of-the-week” web-based initiative highlights specially curated content for home-bound music lovers to enjoy online. On May 28, we successfully navigated our first virtual premiere in collaboration with the International Contemporary Ensemble and Maine's Portland Ovations. And next week, we will debut an online series called *The Boccaccio Project* inspired by Giovanni Boccaccio's *Decameron*, a collection of stories written in the mid-14th century and set during the darkest period of a plague.

The hardships of quarantine and loss embodied in the premise of the *Decameron* are now universally

CONCERTS, CONTINUED ON 7

NOTICES

DONATED TIME

The following employees have satisfied eligibility requirements to receive leave donations from other staff members. Contact Lisa Davis at (202) 707-0033.

Craig Andrews
Sharif Adenan
Lynette Brown
Eric Clark

Sharron Jones
Terri Harris-Wandix
Donna Williams

COVID-19 UPDATE

On June 5, the Health Services Division (HSD) announced one new case of COVID-19 and reported that contract tracing had been carried out in relation to the case.

HSD is communicating with all staff members who become ill. In cases in which ill individuals were present in Library buildings, HSD is also notifying their close work contacts and cleaning and disinfecting the areas affected. The same process is being followed when contractors in Library buildings become ill.

More information on the Library's pandemic response: <https://go.usa.gov/xdtV5> (intranet) or <https://go.usa.gov/xdtVQ> (public-facing staff web page)

RECORDS MANAGEMENT AWARENESS COURSE REMINDER

The Records Management Basic Awareness 2020 training course is available through LOC Learn (<https://bit.ly/2LWftj0>). All Library staff, contractors and volunteers who handle Library records are required to take the course by Sept. 11. It should take about one hour to complete.

Under Library of Congress regulations (LCR 5-810), all Library personnel must take the course annually, and new personnel must take it within 30 days of their start date.

For questions about the course's content, contact records@loc.gov. For technical assistance, contact cld@loc.gov.

More information about records management: <https://go.usa.gov/xwCWf>

GAZETTE

LIBRARY
OF CONGRESS

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MISSION OF THE LIBRARY OF CONGRESS

The Library's central mission is to engage, inspire and inform Congress and the American people with a universal and enduring source of knowledge and creativity.

ABOUT THE GAZETTE

An official publication of the Library of Congress, The Gazette encourages Library managers and staff to submit articles and photographs of general interest. Submissions will be edited to convey the most necessary information.

Back issues of The Gazette in print are available in the Communications Office, LM 143. Electronic archived issues and a color PDF file of the current issue are available online at loc.gov/staff/gazette.

GAZETTE WELCOMES LETTERS FROM STAFF

Staff members are invited to use the Gazette for lively and thoughtful debate relevant to Library issues. Letters must be signed by the author, whose place of work and telephone extension should be included so we can verify authorship. If a letter calls for management response, an explanation of a policy or actions or clarification of fact, we will ask for management response.—Ed.

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GAZETTE DEADLINES

The deadline for editorial copy for the June 26 Gazette is Wednesday, June 17.

Email editorial copy and letters to the editor to mhartsell@loc.gov and wmal@loc.gov.

To promote events through the Library's online calendar (www.loc.gov/loc/events) and the Gazette Calendar, email event and contact information to calendar@loc.gov by 9 a.m. Monday of the week of publication.

Boxed announcements should be submitted electronically (text files) by 9 a.m. Monday the week of publication to mhartsell@loc.gov and wmal@loc.gov.



*APR=Annual Percentage Rate. Special promotional 0.00% APR on Balance Transfers, Cash Advances and Purchases is for a **LIMITED TIME ONLY**. After six billing cycles balance transfer and cash advance rate converts to 8.75% APR. After six billing cycles purchases' rate converts to 9.75% APR. LCFCU reserves the right to discontinue this special promotion rate at any time without notice. Other restrictions may apply.



How Can Cultural Institutions Heal Racial Injustice?

A National Book Festival Presents event explored this question on June 5.

BY MARK HARTSELL

In a conversation hosted by the Library of Congress last week, Librarian of Congress Carla Hayden and Smithsonian Institution Secretary Lonnie G. Bunch III said cultural institutions such as theirs have an important role to play in addressing institutional racism – what Bunch called “the great chasm” of American life.

Hayden and Bunch connected online on Friday evening for a public discussion of the recent nationwide protests following the death of George Floyd at the hands of the police and the role of cultural institutions in grappling with such issues.

The event was offered on YouTube as part of the Library’s National Book Festival Presents series.

“As many of you know and have experienced, this week our country is facing many, many challenges,” Hayden said. “The continuing struggle for human rights, civil rights and freedom dates back to our founding. Cultural institutions like libraries and museums are offering historical context but also reexamining and continuing to look at how we present information and history to our publics and making sure that we are part of a solution on the road and not part of the problem.”

Hayden and Bunch discussed institutional efforts to capture and preserve material related to the recent protests; personal stories of racism they had experienced; and the value of history in understanding the present.

Days earlier, Bunch had released a statement that Hayden used as a starting point for discussion.

“Although it will be a monumental task, the past is replete with examples of ordinary people work-



Smithsonian Institution/Shawn Miller

Bunch (left) and Hayden offered both professional and personal perspectives on current events.

ing together to overcome seemingly insurmountable challenges,” he wrote. “History is a guide to a better future and demonstrates that we can become a better society but only if we collectively demand it from each other and from institutions responsible for administering justice.”

On Friday, Bunch said cultural institutions have an important role to play in understanding such issues.

“I would argue that the Library of Congress, the Smithsonian, cultural institutions, are the glue that holds a country together,” he said. “They’re the place that people look to for trust and for guidance, and I thought it was really important to use that trust to help people find ways to understand this moment, to find some optimism, maybe some hope.”

Both Hayden and Bunch related personal stories of racism they’d experienced and how those experiences shaped them.

“One of the first photographs I remember being horrified about ... was seeing my mother’s brother in a casket at this big funeral,” Hayden said. He had been shot in 1941 by the white owner of a gro-

cery store because he was attractive to the owner’s daughter.

Bunch recalled being kicked out of a high school graduation party by a white friend’s mother because of his race – an incident that helped spur him to study history. “Growing up in that town,” he said, “I think more than anything else it stimulated my interest in learning more about African American history, but it also stimulated my interest in using history to fight for fairness.”

We’ve seen too many of these incidents in the past, Bunch said, to simply say that this, too, shall pass. But the current protests, he noted, are different from what we’ve seen before – in a way that offers hope that this might be a tipping point. In the past, he said, civil rights protests have been integrated but still overwhelmingly African American.

“This is a moment,” he said, “where you’re seeing things a little differently: You’re seeing not only a multiracial group of people protesting to help people understand that this is not a black problem. It’s an American problem.”

Video of this event is available at <https://bit.ly/2Mlu3et>. ■

Library Answers Questions about On-Site Operations

The Library last week published an extensive frequently-asked-questions document about restoration of on-site operations. The questions cover categories including the phased return plan, health screening, social distancing, facilities cleaning, use of masks, transit, telework and leave, information technology support and self-certification for health conditions. The following questions and answers are excerpted from the document, the full version of which is available online (<https://go.usa.gov/xw8pE>). Staff are encouraged to read it carefully.

When will I be going back to work?

The answer will be different for every employee. The phased return plan (<https://bit.ly/3gwzc6Q>) will gradually return employees to on-site work to ensure that appropriate policies and safety measures are implemented and working well.

How long will each phase last?

We don't know how long each phase will last. That will be determined based on local conditions and the experience of the Library's operations at each stage of the plan.

Will the Library make COVID-19 tests available to employees?

There is currently no plan to provide COVID-19 testing at Library facilities. A LibGuide (<https://go.usa.gov/xw8Am>) provides information on testing sites in the District, Virginia and Maryland. The decision to pursue testing should be made in consultation with your medical provider. The Library will not require testing to return to work.

What if there is a significant increase in the number of COVID-19 cases among Library staff or in the region after the Library begins the phased return?

The Library can move forward and back among the phases of the return to Library buildings if conditions change. If there is a significant increase in the number of

COVID-19 cases, Library leaders can reduce the number of employees reporting to work on-site.

Will the Library continue to report COVID-19 cases weekly?

Staff will continue to receive updates about relevant health and safety information as the phased return to building operations is implemented.

Will everyone be required to wear masks in the buildings?

Yes, when social distancing of 6 feet or more is not feasible and when employees are in common areas, hallways and restrooms, all employees must wear masks or cloth face coverings in the early phases of the return to Library buildings.

Will masks be made available to employees every time they come into the building, or will they be required to bring their own?

Employees will be expected to arrive at the Library with a mask or cloth face covering. Employees arriving without a mask or cloth face covering will be issued a mask at entry and should keep it for future use in Library buildings.

What food service will be available?

The Library's cafeteria and other food services will be among the last to return during the phased restoration of operations. Library managers will notify staff when it is determined at which stage food services will return. Vending machines will be available, but seating will not be.

Will the Library allow use of water fountains?

Cleaning staff will clean the water fountains multiple times a day, and they should remain available for use; however, just as when using

kitchens and pantries, employees should bring a sanitizing wipe to clean the water fountains before and after use. Employees should not drink directly from water fountains. Instead, water fountains should be used only to fill water bottles or cups.

Will shower facilities be available for employees who choose to cycle to work?

Yes, showers will be available, except for in the Adams Building Wellness Center. It is not anticipated that the Wellness Center will reopen before the beginning of phase 3 at the earliest.

Is the Library increasing ventilation and filtration in the buildings?

The Architect of the Capitol is maximizing the amount of fresh air from outside that is being introduced into the system. Filtration systems are installed and operating as well.

What are the cleaning requirements for the different types of spaces at the Library?

The Library is implementing new facilities protocols for common spaces and staff work spaces. Service-unit liaisons to Integrated Support Services can assist staff in obtaining supplies to clean their personal work spaces, including hand sanitizers, disposable wipes, gloves and disposable plastic covers for keyboards and mice. A list of service-unit liaisons appears in the online FAQ.

How will expanded cleaning and disinfecting happen in Library facilities not on Capitol Hill?

Cleaning procedures similar to those implemented in Library buildings on Capitol Hill will be implemented at all Library facilities. ■

BUILDING ACCESS UPDATE

The C Street West doors are closed as of May 4 at the request of the U.S. Capitol Police to support its workforce during the pandemic. Staff should enter and exit Library buildings through the Independence Avenue doors or the Madison Building garage.

Political Activities Reminders for Library Employees

With the 2020 election season underway, and with questions arising due to telework, return to on-site operations and political protests, the Office of the General Counsel encourages employees to review the rules that govern political activities.

The Library encourages employees to engage in political activity to the widest extent consistent with the restrictions imposed by law and Library authorities.

Is the Library subject to the Hatch Act?

No. The Hatch Act severely restricts the partisan political activities of executive, not legislative, branch employees. Library employees are nevertheless subject to certain prohibitions.

What are the most directly applicable Library regulations?

LCR 9-1780, Political Activity, and LCR 9-1730, Outside Employment and Activities, apply. LCR 9-1780 provides many specific do's and don'ts, including many not mentioned below.

What are some of the general do's and don'ts?

You should always be mindful of the Library's general ethics rules. For example, take care to avoid even the appearance of using public office for private gain; acting on behalf of the Library when you are not; or doing anything that conflicts with your official duties. Be especially careful about using your Library title or affiliation when you are engaged in otherwise permissible political activities in your personal capacity.

Are some Library employees subject to additional restrictions?

Yes. Additional restrictions apply to Congressional Research Service employees and others whose Library duties involve providing nonpartisan support to the Congress and to supervisors when their actions may appear to be pressuring subordinate employ-

ees. If you are such an employee, please read the answers below with these caveats in mind.

May I display a political picture, sticker, badge or button while on Library premises or in my own premises while on telework?

Yes, but only if such items are not visible to the public, employees whom you supervise or congressional clients.

May the mask that I'm wearing on Library premises include political images or text?

No. Please be mindful of this restriction even while waiting in line outside to enter a Library building.

May I put a campaign sign in my front yard, even though I'm now teleworking?

Yes.

May I attend a rally, protest, fund-raising function or other political gathering?

Yes, but not on Library time or in a uniform that identifies you as a Library employee.

If I'm arrested at a protest, will the Library impose adverse employment actions?

Maybe. That depends on various factors, which may include any conflicts with your official duties, whether jail time prevents you from performing your official duties, whether you have a high-level security clearance or serve in a public trust position, the circumstances and outcome of your arrest, the nature of the charges, and whether the incident is isolated or part of a pattern.

Note that LCR 9-1780 does not authorize you to engage in political activity in violation of law, while on duty, or while in a uniform that identifies you as an employee.

May I use my Library email address to engage in political activities on my own time and while on my own computer?

No.

May I solicit votes?

Sometimes. You may not solicit votes on Library premises, while using Library systems or while using your Library title or affiliation. But you may do so on your own time, with your own resources and in your personal capacity.

May I engage in partisan fundraising?

Sometimes. You may not engage in partisan fundraising on Library premises, while using Library systems or while using your Library title or affiliation. But you may do so on your own time, with your own resources and in your personal capacity.

May I volunteer for someone's campaign?

Yes, you may do so on your own time, with your own resources and in your personal capacity.

May I follow or like a politician or political candidate on my personal social media accounts?

Yes, on your own time and with your own resources.

Questions?

Contact ethics@loc.gov, providing as many details as possible and your time frame. ■

CFC SPECIAL PANDEMIC SOLICITATION

The Office of Personnel Management has authorized launch of a Combined Federal Campaign (CFC) special solicitation to allow federal employees and retirees to make a supplemental donation to CFC charities during the COVID-19 coronavirus pandemic. To donate, visit the CFC online portal (<https://go.usa.gov/xvdf3>) now through June 30. An FAQ document (<https://go.usa.gov/xvdfY>) provides details about the initiative.

Questions? Contact Tonya Dorsey (tdor@loc.gov), the Library's CFC program manager.



Pamela Howard-Reguindin

Pamela Howard-Reguindin

Pamela Howard-Reguindin is field director of the Library's Rio de Janeiro office.

Tell us a little about your background.

"America's Finest City," the slogan of San Diego, California, is my hometown. I grew up surfing, girl scouting, dancing and, due to our multiethnic neighborhood, always wishing to be from somewhere interesting or exotic other than the U.S. A fascinating trip to Europe during my adolescence consolidated my desire to be a global citizen. Putting myself through college as a library assistant with wonderful mentors, coupled with my appreciation for Mexican and Brazilian cultures, led me to Latin American Studies and Library and Information Science at UCLA. Before joining federal service, I spent a year as a U.S. Information Agency (USIA) library fellow in Sao Paulo, Brazil, and 12 years as a reference librarian in various American universities.

What brought you to the Library, and what do you?

Before he was secretary of state, Warren Christopher just happened

to be a seatmate of mine on a long flight to Belgium in the 1980s, and he told me about USIA librarians. Later, I applied for a position and was sent to Rio for my first federal job. The USIA was eventually abolished but, happily for me, a position opened up in the Library's Rio office. Since then, I've been the field director for the Library's offices in Rio, Nairobi and Islamabad. Field directors manage office staffs of varying sizes and supervise all activities – from acquisitions, cataloging and shipping to IT support – while interfacing with the Library, the Department of State and local host institutions. My husband tells me that for an academic librarian, working for the Library of Congress seems like going to the Super Bowl – but we get to do it every workday. I'd be hard pressed to come up with another library gig that could be any better.

What are some of your standout acquisitions?

One of my favorite "coups" was being able to obtain a microfilm copy of early 20th-century legislation from Mauritius that the Law Library needed. It took over six months of negotiations with the National Library of Mauritius, but it finally came through. Another was collecting several hundred items of Obamabilia in the Nairobi office during Barack Obama's presidency. Finally, just last year we acquired several dozen vintage American silent films from a Brazilian film collector that neither the Library nor anyone else in the U.S. possessed. It required my having to take (and pass) an online course on how to package and ship hazardous materials so we could ship the flammable nitrate reels to the Motion Picture, Broadcasting and Recorded Sound Division.

How has the coronavirus pandemic changed your work?

Being of a "certain age," I opted to take authorized departure from Rio to San Diego when the number of COVID-19 cases there started to rise precipitously and the number of flights between the U.S. and

Brazil began to diminish. It wasn't an easy decision because I love being in Rio and interacting with the office staff there.

Soon after I left, however, the rest of the Library staff in Rio also began to work remotely, just like many Washington, D.C., staff. They're contributing to the By the People crowdsourcing transcription project, the effort of the International Internet Preservation Consortium to document COVID-19 and two web-harvesting projects, one on the environment and the other on foreign government publications. We keep in touch using WhatsApp and conference calls. Having been the field director for Islamabad while working and living in New Delhi, India, I've had ample experience being a remote field director. So, doing it from San Diego temporarily is not really new for me.

How are you adjusting generally to the new circumstances?

When you work overseas, you need to be flexible, rolling with the punches as many unexpected things are tossed your way. This pandemic certainly tests one's flexibility and patience, but I'm generally a positive person and know this will pass sooner or later. Being with family during this time is a huge morale booster for which I am most grateful.

What do you enjoy doing outside work?

Home renovation is a passion of mine. Renovating condos and homes in order to provide reasonably priced, decent housing for San Diegans gives me much satisfaction and joy.

What is something your co-workers may not know about you?

I've been a volunteer English-as-a-Second-Language tutor over the past few decades in San Diego, Nairobi and Brazil. Up until April, I tutored several of the Rio consulate's cleaning crew. They are very motivated, fun guys, and we laugh a lot during the sessions. It definitely helps to keep one young and in good spirits. ■

CONCERTS, CONTINUED FROM 1

understood in a way that would have been difficult to imagine just a few months ago. In response to the pandemic and with a nod to the Decameron, we've commissioned 10 pairs of composers and soloists to write and perform brief works to be premiered online over 10 weekdays beginning on June 15. The composers and soloists are working remotely from one another, and the performances will be recorded independently and offered through the Library's online platforms.

The Boccaccio Project differs from the larger-scale virtual concert, "Aural Explorations: Farrin, Fure and Messiaen," that took place on May 28. During an incredible evening, we heard a classic work by Olivier Messiaen performed on the ondes Martenot and were entranced by a portion of a new Library commission by Suzanne Farrin (with more to come later this summer). We were also captivated by the world premiere of a new interactive work by Ashley Fure that required all of us at home to hold jars to our ears and mimic her movements to fully experience the piece. There is no doubt that artists are rising to the occasion to produce works that transcend the limitations of our current circumstances.

A surprisingly intimate aspect of the show, hosted by WQXR's Terrance McKnight, was that we were able to speak with the artists, producers and audience in a video chat with over 100 participants directly following the performance. We achieved a sense of a participatory event in this way, with a mix of live and prerecorded elements that preserved both quality and spontaneity.

It was an exciting initial venture and provided many lessons in accommodation in a positive sense, as our programming going forward will need to be increasingly adaptable to circumstances. Perhaps most important and heartening was the willingness of the sizable audience to give it all

a try – there is clearly an appetite for Library-initiated content like this. For those who missed the concert, we will post it online soon.

Our Boccaccio Project takes us down a different path, wherein we rely on connections between specific performers and composers to produce new works while in quarantine. Boccaccio's Decameron consists of 100 stories shared among a group of 10 acquaintances who had removed themselves from society during an outbreak of the plague. The stories, framed by a narrative structure that gives context to the collection, speak to our experiences today.

We find ourselves alone, yet we are not. We feel a new kinship with one another and peoples of the past. In Boccaccio's time, the technology available to him and his characters – and therefore the extent of their ability to reach others – may have been different from our current situation. But the necessity of removing oneself from "normal" life and somehow marking the change artistically remains.

Participants in The Boccaccio Project come from across the

U.S. and are supported by multiple ensembles, including the Del Sol String Quartet, Flutronix, the Grossman Ensemble, PUBLIQuartet and the Wet Ink Ensemble.

The composers and performers include Kathryn Bates (cello) and Miya Masaoka (composer); Nathalie Joachim (flute) and Allison Loggins-Hull (composer); Jeremy Jordan (piano) and Damien Sneed (composer); Charlton Lee (viola) and Luciano Chessa (composer); Erin Lesser (flute) and Erin Rogers (composer); Jenny Lin (piano) and Cliff Eidelman (composer); Andrew Nogal (oboe) and Richard Drehoff Jr. (composer); Jannina Norpoth (violin) and Niloufar Nourbakhsh (composer); Daniel Pesca (piano) and Aaron Travers (composer); and Mariel Roberts (cello) and Ashkan Behzadi (composer).

Visit the Library's concerts website (<https://go.usa.gov/xwjSq>) for the schedule for the premieres and instructions on how to sign up for reminders and access content. After the works are premiered, a video compilation will be made available at loc.gov and the Library's YouTube channel. ■

SECOND CRIME CLASSIC PUBLISHED



The second novel in the new Library of Congress Crime Classics series was released last week. "The Rat Began to Gnaw the Rope" was first published in 1943; its author, C.W. Grafton, was the father of bestselling novelist Sue Grafton. The series republishes hard-to-find and out-of-print titles from the Library's collections.